



*We would like to take this opportunity to express our New Year wishes to all Toyo Malaysia staff including your spouse and children. It feels like we just blink and another year just left us!*

*After facing countless challenges our EMSB CGC & RD Project team achieved Initial Acceptance on the 29 November and CWSI on the 3 December respectively. The final completion meeting with EMSB's Management was held on the 24th December 2008. These events were major milestones for 2008!*

*We close year 2008 with our Family day and our Annual Dinner on the 20th December 2008 in Sunway Lagoon and Sunway Hotel respectively. This was the first time we held an event where all the family members were invited and all costs fully paid by the company. More than 200 adults and children came for both events; the highest number of participation we have ever recorded. I believe everyone enjoyed themselves and I must thank and congratulate the working committees led by Michelle and Rahidah and the rest of the team for their hard work and dedication. Well done!*

*We were also blessed to be able to provide bonuses to our staff in July and December 2008 respectively. Again I hope you have spent them wisely.*

*To recap, here are some of the major initiatives we carried out last year:-*

- Continue with enhancement of our organization structure.
- Introduce our new integrated accounting system which will enable us to communicate more effectively with Toyo Japan.
- Continue with improvements in our HR systems which includes introducing our new payroll system which took effect in June 2008. We will be introducing our e-timesheet and e-leave systems soon.
- Supported Toyo Japan at GASTECH 2008 in Bangkok.
- Develop and distribute monthly Toyo Malaysia Brief which is now circulated electronically to more than 300 readers.
- Enhance our Corporate Governance and Code of Ethics, where necessary.
- Enhance our Corporate Social Responsibility (CSR) Programme.

*The list above is by no means exhaustive. We have also carried out so many other activities related to training, staff postings and assignments to Toyo-Japan and other Toyo Affiliates offices, IT upgrades, Staff welfare programmes etc.*

*We also continued with our staff expansion plans and welcomed more than 30 new employees last year. Sadly, many have also left us in the last 12 months. This however will not hinder our spirit to continue with our plans to make Toyo Malaysia a meaningful, joyous and secure place to come and work every day for many, many more years to come.*

*Overall we have had a challenging but gratifying 2008 and once again we are entering 2009 with a relatively healthy backlog.*

*However this time around, as the world is facing the worst ever financial Tsunami and the Oil & Gas Industry as a whole will also be facing some uncertainties over the next 12 months; it is of utmost importance for all of us at all levels to continue to be efficient to stay ahead in our business.*

*We will continue to look for short and long term opportunities while at the same time delivering to our customers our high level of safety and reliability associated with Toyo Malaysia.*

*We must continue to deliver our promises to our customers so that they keep returning to us for present and future work orders. We have no choice but to always stay ahead in good times and also in challenging times!*

*The loyalty, support and commitment from all of you will be paramount as we need to gather our individual strengths for a common purpose i.e. to deliver our customer's needs.*

*You will be receiving news about salary revisions and KPIs for 2009 in the next few weeks through your Head of Departments or Group Leaders.*

*It is also my hope to continue communicating with you through emails, regular newsletters and/or face to face meetings so that you are kept abreast with our plans and achievements over the next 12 months and beyond.*

*We look forward to working with all of you and make 2009 another successful year!*

*By: A. Rashid M. Sidek*

